International Brotherhood of Electrical Workers Local 234
747 El Camino Real
Salinas, CA 93907
(831) 633-2311

Monterey Bay California Chapter, NECA
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Salinas, CA 93902
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INSIDE AGREEMENT

Monterey - San Benito - Santa Cruz Counties

Effective 12/30/2025- 12/27/2026

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	$70.41	$15.25	$15.45	$0.95	$0.20	$2.11	$0.88	$105.25
Foreman (15% above JW)	$80.97	$15.25	$15.45	$0.95	$0.20	$2.43	$1.01	$116.26
General Foreman (30% above JW)	$91.53	$15.25	$15.45	$0.95	$0.20	$2.75	$1.14	$127.27
Cable Splicing (12.5% above JW)	$79.21	$15.25	$15.45	$0.95	$0.20	$2.38	$0.99	$114.43
Journeyman Technician	$70.41	$15.25	$15.45	$0.95	$0.20	$2.11	$0.88	$105.25
Journeyman while Welding (10% above JW)	$77.45	$15.25	$15.45	$0.95	$0.20	$2.32	$0.97	$112.59
Apprentice								
1ST PERIOD @ 45%	$31.68	$15.25	$0.00	$0.95	$0.20	$0.95	$0.40	$49.43
2ND PERIOD @ 47%	$33.09	$15.25	$0.00	$0.95	$0.20	$0.99	$0.41	$50.89
3RD PERIOD @ 55%	$38.73	$15.25	$2.12	$0.95	$0.20	$1.16	$0.48	$58.89
4TH PERIOD @ 60%	$42.25	$15.25	$3.06	$0.95	$0.20	$1.27	$0.53	$63.51
5TH PERIOD @ 65%	$45.77	$15.25	$5.02	$0.95	$0.20	$1.37	$0.57	$69.13
6TH PERIOD @ 70%	$49.29	$15.25	$7.57	$0.95	$0.20	$1.48	$0.62	$75.36
7TH PERIOD @ 75%	$52.81	$15.25	$8.69	$0.95	$0.20	$1.58	$0.66	$80.14
8TH PERIOD @ 80%	$56.33	$15.25	$9.89	$0.95	$0.20	$1.69	$0.70	$85.01
9TH PERIOD @ 85%	$59.85	$15.25	$11.82	$0.95	$0.20	$1.80	$0.75	$90.62
10TH PERIOD @ 90%	$63.37	$15.25	$13.91	$0.95	$0.20	$1.90	$0.79	$96.37

NOTE: This increase reflects the following changes: Date of next increase

NOTE: Next Increase 12/28/2026 to be allocated by membership $4.70

NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours **PAID**, not hours worked. (Must reflect the overtime hours)

NOTE: Working Dues 6%

NOTE: NECA Service Charge 0.5%

NOTE: 401(k) options: $0.00, $2.00, $5.00, or $8.00

NOTE: No compensation for sick leave

NOTE: 2.25 of the H&W rate is dedicated to the Benny Card

NOTE: 2025 Increase of $4.65: $2.25 to wages, $0.75 to pension, & $1.65 to H&W

Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

Journeyman	$77.45
Foreman	$88.01
General Foreman	$98.57
Cable Splicing	$88.01
Jry. Technician	$77.45
Jry. Welding	$84.49

Reference Section 3.04(a) - $150.00 per day, per diem.

SIGNED FOR THE UNION:

Jose Munoz
Business Manager

SIGNED FOR THE EMPLOYER:

Jerri L. Champlin
Executive Director